

School District U-46
Elgin, Illinois

March 21, 2022

The video of the March 21, 2022 meeting can be found here:
[March 21, 2022, BOE Meeting](#)

The Regular Meeting of the Board of Education was called to order at 5:45 p.m. at the Educational Services Center, 355 E. Chicago Ave, Elgin, Illinois. The following Board members answered roll call: Dawn Martin, Melissa Owens, Eva Porter, and Sue Kerr. Board members John Devereux, Veronica Noland, and Kate Thommes were absent.

President Kerr requested a motion to move into closed session to discuss individual student disciplinary matters; pending, probable or imminent litigation; the appointment, employment, compensation, discipline, performance or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public, or legal counsel for the public body; the purchase or lease of real property for the use of the School Board; the setting of a price for the sale or lease of real property owned by the School Board; collective negotiating matters between the School Board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; review of closed session minutes; and individual student matters.

The motion was made at 5:46 p.m. by Ms. Owens, second by Ms. Martin. Upon roll call yes votes: Ms. Martin, Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes 0. The motion was carried by a vote of 4-0.

A motion was made at 6:36 p.m. by Ms. Owens, second by Mrs. Porter, to move to open session. Upon roll call, yes votes: Ms. Martin, Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes: 0. The motion carried by a vote of 4-0. The Board recessed until resuming business session at 7:00 p.m.

Present for the business session were Superintendent Dr. Tony Sanders, Chief Legal Officer Trisha Olson, Board members Dawn Martin, Melissa Owens, Eva Porter, and Sue Kerr. The following administrators were also present at the District's central office: Dr. Josh Carpenter, Dr. Suzanne Johnson, Dr. Teresa Lance, Lela Majstorovic, Dr. Ann Williams, Brian Lindholm, Dr. Kerry Foderero, and Bruce Phelps. Present for the meeting via Zoom were other administrators and members of the public.

Ms. Kerr led the recitation of the Pledge of Allegiance.

A moment of silence was held for David Ortiz.

1. Strategic Plan Report - Dr. Sanders (Board Policy 2.020 - School Board Powers and Duties)
 - A. Equity Update

Dr. Lance, Assistant Superintendent of Equity and Innovation, Ms. Jackson, Director of Equity and Inclusion, and Ms. Hollingsworth, Cross-Cat Special Education Resource Teacher, provided the Board of Education with an update on equity.

Outcomes •Share an overview of the equity work to date. •Provide a high-level overview of the equity audit process. •Share next steps.

Current Pillars: •Student Achievement; •Effective and Engaged Staff; •Community Engagement; •Excellence, Efficiency, and Accountability.

Action Steps to Implement Major Improvement Strategies (MIS): •Partner with Equal Opportunity Schools (EOS) to assist us in identifying students for AP courses (March 2022); •Survey high school students to determine reasons they do not participate in AP courses; desegregate data (September 2022); •Conduct classroom observations of no less than 50% of all district classrooms to determine the depth of knowledge (DOK) level of all observed students tasks (September 2022-December 2022).

Whose Voices Are We Centering: Students: •African American; •Latino/a/x; •Indigenous; •LGBTQIA+; •Students with special needs; •Low Income.

Work to Date: •Affinity Groups (Staff and Students); •African American Studies Course currently being written; •Equity Audit; •Implicit Bias Workshops (Latest with ISU Teacher Interns); •1st Equity Symposium (2nd Annual Equity Symposium planning underway); •Optional Professional Learning; •Revised DEI webpage; •Recruitment Efforts underway; •Social Media Campaign (#U46EquityMatters); •Thought Exchanges.

Historically Black Universities and Colleges (HBUC) invited for panel discussions in February 2022: •Morehouse College •Howard University •Spelman College •Tuskegee University.

U-46 Equity Matters Newsletter: Monthly newsletter, began in February.

Overview of the audit process: Overarching intent: To determine the extent that School District U-46 is assuring equity in its treatment of all students and equal access to all services and educational opportunities. Lens used: •Research and the five equity audit focus areas •U-46 district policy and expectations Scope: •Every department, school, classroom, program, and stakeholder (parents, students, staff members) The Equity Audit represents a comprehensive analysis of how well the district leaders are defining, monitoring, and supporting equity across the system.

Key Areas of Focus: 1. Vision and Accountability: Direction in policy and plans concerning vision and expectations for equity. 2. Achievement: Academic performance by student groups. 3. Equity and Access: Access to rigor, programs, and services (curriculum,

program access) and disciplinary actions, exclusionary practices, retentions. 4. Culture and Climate: Perceptions regarding bias and equity issues across the system; Perceptions regarding climate in school buildings and inclusivity. 5. Curriculum: Support in written curriculum for effectively engaging and supporting diverse student populations; Documents that are robust enough to support high-level learning.

District Strengths: • Strong Board and Leadership; • Commitment to and Support for Equity; •Dual Language Programming; •Supportive, Diverse Community; •Curriculum and Assessment Development; •Stable Financial Position.

Next Steps •Triangulate findings and recommendations with existing equity plan (March and April 2022). •Conduct student focus groups to confirm identified root causes. (April 2022). •Provide the Equity Committee the draft Equity Audit to review (April 2022). •Provide the Board of Education with the final Equity Audit Executive Summary to review (April/May 2022). •Finalize Equity Plan 2.0, including action steps (May 2022).

Mrs. Porter thanked Dr. Lance for her team’s work, and stated that she is excited to see the progress. Mrs. Porter asked how participation is measured for events (HBCU seminar, Equity Symposium). Dr. Lance stated attendance at the symposium can be tracked through the Canvas sign-up, but the HBCU attendance was slightly more difficult to track, and attendance was not as high as the team had hoped for. Mrs. Porter wanted to ensure that students who need to be receiving this information are being reached.

Ms. Pearce stated that one of her favorite meetings this year was her discussion with the auditing team, and asked if there would be more opportunities to engage student voice. Ms. Jackson stated she is working on building relationships with students through her work with student affinity groups, and is working on building systems for student engagement.

Ms. Owens thanked Dr. Lance’s team for all of the information they have been providing, and for all of the work with students.

Ms. Kerr thanked the team, and noted that she is looking forward to the symposium.

2. Public Comments

Joshua Martin commented on a situation involving his son at Abbott Middle School, and stated he would like to have some resolution and be able to solve the issues with administration.

3. Other Business – Board Member and Superintendent Update, If Necessary

A. Additional Information

No updates were given.

4. Consent Agenda – Dr. Sanders

- A. Personnel Report and Workers’ Compensation Cases
- B. Minutes of Board Meeting – March 14, 2022
- C. Contract - Plant Operations - Elevator Inspections 2022
- D. Contract Renewal - School and Community Relations - Consultant Multimedia Communications
- E. Bid - Business Services - Chromebook Age and Obsolescence (A&O)
- F. Bid - Business Services - High School Athletic Purchases - Scorer's Tables
- G. Bid - Plant Operations - Elgin High School Lower Tennis Courts Reconstruction - Project #245
- H. Bid - Plant Operations - Larkin High School Tennis Court Replacement - Project #269
- I. Bid - Plant Operations - Tefft Middle School Asbestos Abatement, Ceiling Tile, Piping Insulation, and Lighting Replacement First and Second Floors - Project #531
- J. Change Order - Plant Operations - 955 East Chicago Street Site Reconstruction - Project #2055

Motion by Ms. Owens, second by Mrs. Porter, to approve the consent agenda items A-J, as presented. Upon roll call, yes votes: Ms. Martin, Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes: 0. The motion carried by a vote 4-0.

5. Discussion/Action – Dr. Sanders

A. Itemized Bills – March 21, 2022

Administration recommended the Board of Education approve the List of Bills in the amount of \$5,556,195.95.

Motion by Ms. Martin, second by Ms. Owens, to approve the list of bills, as presented. Upon roll call, yes votes: Ms. Martin, Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes: 0. The motion carried by a vote 4-0.

B. Minutes of Board Committee Meetings

Administration recommended the Board accept the following Board Committee Meeting Minutes:

- 1/24/2022 Board of Education Legislation Committee Meeting
- 2/28/2022 Board of Education Policy Meeting with IASB
- 3/07/2022 Board of Education Policy Meeting with IASB
- 3/14/2022 Board of Education Policy Meeting with IASB

Motion by Ms. Owens, second by Mrs. Porter, to approve the Board Committee Meeting Minutes, as presented. Upon roll call, yes votes: Ms. Martin, Ms. Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes: 0. The motion carried by a vote 4-0.

C. Notice to Remedy - Teacher F

This matter was before the Board whether to approve the Notice to Remedy for Teacher F (Scott Zalke).

Motion by Ms. Martin, second by Ms. Owens, to approve the Notice to Remedy for Teacher F (Scott Zalke), as presented. Upon roll call, yes votes: Ms. Martin, Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes: 0. The motion carried by a vote 4-0.

6. Other Business – CAC Update (Board Policy 2.152 – Advisory Committees to the Board

A. Additional Information

Chanda Schwartz stated that the CAC general meeting will take place on April 7th via Zoom, and will include the equity update presentation. Ms. Schwartz stated that the CAC Executive committee met this past Thursday and discussed foregoing the school certification process for this year, which is allowed per the CAC bylaws, as long as CAC elections are uncontested.

7. Work Session – Contracts Over \$25,000.00 (Board Policy 4.060 - Purchasing/Purchasing Authority)

A. Contract - Deputy Superintendent of Instruction - Learning Sciences International (LSI) Summer Conference 2022, Orlando, Florida

Mr. Farrell, Assistant Buyer/Distribution Center Manager, and Dr. Johnson, Deputy Superintendent of Instruction, presented the proposal and were available to respond to questions from the Board of Education. Administration recommended approval for up to 45 attendees at the Learning Sciences International (LSI) Conference not to exceed the amount of \$75,000.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Elementary and Secondary School Emergency Relief Fund. The cost is included in the budget for the 2021-2022 fiscal year.

8. Work Session - Bids/Proposals (Board Policy 4.060 - Purchasing/Purchasing Authority)

A. Bid - Plant Operations - Streamwood High School Pathways Phase One: Early Childhood, Healthcare Science, Business Incubator, and Science Lab Renovation - Project #319

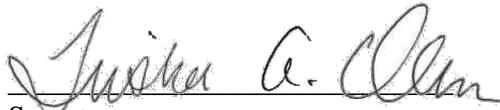
Mr. Farrell, Assistant Buyer/Distribution Center Manager, and Ms. Waldau, Interim Director of Plant Operations, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended award of the low bid meeting specification to Northwest Contractors, Inc. in the amount of \$4,899,697.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund.

Motion by Ms. Owens, second by Ms. Martin, to adjourn the Regular Board Meeting of March 21, 2022 at 8:10 p.m. Upon roll call yes votes: Ms. Martin, Ms. Owens, Mrs. Porter, and Ms. Kerr. No votes: 0. The motion carried by a vote of 4-0.

Approved this 11th day of April, 2022



President



Secretary